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AGENDA

Career Service Panel  
Office of Research and Development  
8 May 1972

0900 hours  
Room 617 - Conference Room  
(Pls note room change)

1. Review of agenda for 8 May 1972
2. Formal motion of approval for minutes - 6 March 1972
3. Review of minutes for 10 April 1972
4. a. Promotions  
b. Staff changes and additions  
c. Advance notice of special training

25X1A9a

5. Request for Training - [REDACTED] AN/ORD  
University of Southern California  
a. Mathematical Pattern Recognition  
b. Computer Image Processing  
10 July 1972 - 28 July 1972  
Cost - \$1,350

25X1A9a

25X1A9a

6. Request for Training - [REDACTED] Optics/ORD  
MIT - Lasers & Optics for Applications  
10 July - 21 July 1972  
Cost - \$926

7. Recommendation for Promotion - 25X1A9a  
[REDACTED] P-C/ORD

25X1A9a

GS-12 to GS-13  
[REDACTED]

8. Recommendation for Promotion  
[REDACTED] AN/ORD

25X1A9a

GS-12 to GS-13  
[REDACTED]

25X1A9a

9. Recommendation for Promotion  
[REDACTED] Optics/ORD

25X1A9a

GS-12 to GS-13  
[REDACTED]

25X1A9a

10. Report from ORD Criteria Panel  
[REDACTED]

25X1A9a

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Excluded from automatic  
downgrading and  
declassification

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11. Item 26 - Postponed from 14 February 1972 CSP Meeting

ITEM III Element (as derived from FMSAC Plan)  
WHAT WOULD CSP/ORD ESTABLISH TO RESOLVE IDENTIFYING  
PROBLEMS SUCH AS:

- a. Reconsider time in grade promotion criteria.
- b. Consider and adopt a truly competitive.  
evaluation system
- c. Establish the yearly input level of junior.  
officer to offset the anticipated gap in  
GS-11 level in FY 72-80.
- d. Consideration of job rotation and training  
needs of junior personnel.
- e. Recommend actions to be taken for employees  
identified as "Goers," i. e., downgrading,  
initiation of selection out procedures, etc.
- f. Special consideration for "Comers."

12. Nominations for Senior Officer Schools, 1973-1974

13. New business  
*Guar*

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CAREER SERVICE PANEL  
Minutes of the Meeting  
8 May 1972

25X1A9a  
Attendees:

Chairman

Secretary

A

1. The Acting Chairman called the meeting to order at 0908 hours.
2. There was one addition to the agenda for 8 May 1972:
  - (13) New business

- a. Sonar Signal Processing and the Medium (Training Course) Technology Service Corporation  
20 - 23 June 1972

25X1A9a

██████████ told the CSP members that four requests for this course had been submitted by ORD employees. He stated he would like to discuss establishment of policy and guidelines appropriate for ORD multiple attendance at training courses given at non-CIA training facilities.

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3. ██████████ moved that the minutes for 6 March 1972 be approved as amended. ██████████ seconded the motion.  
Vote unanimous. Motion carried.

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4. Change on Item 34, minutes of 10 April 1972 was requested to read as follows:

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██████████ appointed ██████████ to chair an ORD/CSP Charter Panel to review the charter and to formulate a revised charter for discussion and review by the CSP. ....

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Excluded from automatic  
downgrading and  
declassification

25X1A9a

25X1A9a

5. [REDACTED] moved to approve the minutes of 10 April 1972 as amended. [REDACTED] seconded the motion. Vote unanimous of those members present. Motion carried.

6. Report from Chief, Support Staff/ORD was read by the Recording Secretary:

a. There were no promotions, retirements, additions, or terminations during the month of April.

25X1A9a

b. [REDACTED] was presented a QSI by D/OL on 10 April 1972.

25X1A9a

c. [REDACTED] Admin. Officer, GS-13, Support Staff/ORD transferred on 28 April 1972 to OC.

d. Training Notes - 25X1A9a

25X1A9a

(1) Appointment for [REDACTED] to meet with [REDACTED] OTR, to discuss the Performance Appraisal Workshop is being scheduled.

(2) Mr. Chapman elected not to nominate anyone from ORD for a Fellowship in Congressional Operations - 1973. [REDACTED]

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[REDACTED] had been recommended for this nomination by the CSP.

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(3) [REDACTED] has been selected by the Agency Training Selection Board as an alternate for the 22 October - 15 December 1972 session at the Federal Executive Institute-Residential Program in Executive Education.

[REDACTED] DC of Covert Communications Division, OC and [REDACTED] Chief, Far East Division, OCI were chosen principals.

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25X1A9a. The CSP acted on a motion to recommend that [REDACTED] GS-14 attend the University of Southern California for two courses: (1) Mathematical Pattern Recognition and (2) Computer Image Processing from 10 July to 28 July 1972 for a cost of \$1,350. Six members voted for the recommendation; one member abstained. Motion carried.

25X1A9a

8. The CSP acted on a motion to recommend that [REDACTED] GS-12 attend Lasers and Optics for Applications Course at MIT from 10 July through 21 July 1972 at a cost of approximately \$925. Seven members voted in favor of the motion. Vote unanimous of those members present. Motion carried.

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9. The following chart was used by the CSP members in evaluating and considering promotion actions for the following personnel listed:

	NAME	RANK	MONTHS IN GRADE	PROJECTED PROMOTION
				DATES
25X1A9a	[REDACTED]	1	27	28,24,?,21,23,22,22,26
		6	45	46,33,34,45,34,41,?T,26
		7	44	44,60,?T,44,45,46,?T,63

10. The CSP acted on a motion to recommend [REDACTED] P-C/ORD for promotion from GS-12, step 2 to GS-13, step 1. Six members voted in favor of the action; one member opposed the action. Motion carried. [REDACTED] opposed the action because he felt it was based solely on potential and that no specific accomplishments nor significant technical contributions had been presented to warrant promoting [REDACTED] ahead of his peers.

11. The CSP acted on a motion to recommend [REDACTED] AN/ORD for promotion from GS-12, step 8 to GS-13, step 5. Four members voted in favor of the motion; three members opposed the action. Motion carried. [REDACTED] felt it was too early for promotion. [REDACTED] felt it was too early for promotion of [REDACTED] as compared to his peers namely [REDACTED]. [REDACTED] felt [REDACTED] salary is incommensurate with the ranking evaluation of others since he will be going to GS-13, step 5, and especially since he is #6. [REDACTED] further stated some of the statements recommending [REDACTED]'s promotion cited things that have been redundantly cited in an earlier recommendation or have occurred in the considerable past.

12. The Career Service Panel acted on a motion to recommend [REDACTED] Optics/ORD for promotion from GS-12, step 5 to GS-13, step 2. Five members voted in favor of the motion; two members opposed the action. Motion carried. [REDACTED] stated that projected promotion dates included 60 months. He felt that it was too soon to consider a promotion action for [REDACTED]. [REDACTED] stated that no consideration is being observed for the ranking competitive scale which placed [REDACTED] as #7.

13. Discussion followed on the ORD ranking system and promotability as follows:

[REDACTED] It seems obvious from the diversity of opinions that the CSP voted to standardize

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25X1A9a 13. (Continued)

on the experimental ranking system without clearly defining its function or implementation. All CSP members ought to uniformly understand the adopted ranking system and agree on what it means and how it should be implemented. 25X1A9a

Panel might give some consideration to defining these aspects of the ranking system. The CSP should have a uniform way of establishing criteria for promotability as well as projecting potential within the system.

The CSP members should be given instructions on what kind of headroom they are promoting against and what sort of a ceiling they are working with.

Requested Support Staff compile a list of employees who have been proposed for promotions during the last two years and show how many promotions were turned down.

What are the specific goals and objectives that ORD employees should be working to achieve? This is the problem CSP members should address in order to "lock in" with any ranking system. Don't make the ranking system rigid until we have decided on this.

The criteria and purpose for the ranking list should be clearly established. At this time, there is a difference of opinion among the CSP members whether this is a promotability list or career potential list. In my judgment, there is little chance for rating consistency or meaningfulness unless such a definitive determination is made.

14. The report from the Criteria Panel/ORD was postponed until the June meeting of the CSP.

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15. moved to table Item 11 on the Agenda for 8 May 1972 until the June CSP meeting. seconded the motion. Vote unanimous. Motion carried. 25X1A9a

16. There were no ORD nominees for the Senior Officer Schools - 1973.

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17. [REDACTED] stated that there had been four training requests submitted from ORD employees for the Sonal Signal Processing and the Medium to be given by Technology Service Corp., on 20-23 June 1972. The Acting Chairman asked for an establishment of policy and guidelines appropriate for multiple training applications for one course. No motion was proposed. The general opinion of the Panel was that ORD should permit multiple attendance of ORD employees at courses which are short in length and modest in cost.

18. The next meeting of the CSP was scheduled for 5 June 1972.

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19. [REDACTED] moved to adjourn the meeting. [REDACTED] seconded the motion. Vote unanimous. Motion carried.

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20. [REDACTED] asked the Recording Secretary to include a CSP discussion on [REDACTED] on the September CSP agenda.

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21. Meeting adjourned at 1115 hours.

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[REDACTED]  
Executive Secretary  
Career Service Panel/ORD

APPROVED:  
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[REDACTED]  
Acting Chairman, CSP/ORD